

Sequoia and Kings Canyon National Parks

Annual Work Plan FY2003

Ensure Organizational Effectiveness

(IVa4A) Diversity in Permanent Workforce

NPS Long-term Goal: By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.					
Park Long-term Goal: By September 30, 2005, the number of park permanent and term positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 1 at the end of 1999 to 23 (2200% increase.)				Baseline Year: 1999	Target Year: 2005
Park Annual Goal: By September 30, 2003, the number of park permanent and term positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 1 at the end of 1999 to 17 (1600% increase.)					
Performance target this FY: 17	Indicator: Diversity in permanent workforce	Baseline number: 178 Status in base year: 1 or 4	Desired condition: Diversity in permanent workforce	Unit of measure: Targeted occupational series	
Work Plan: Product/Service/Activity	Division	Responsible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Participate in recruitment at Career Days	All	Supervisors			
Mentoring/Inspiring	All	Supervisors			
Accurate Reporting	All	Supervisors			
Targeting positions to be filled	All	Supervisors			
Knowledge and Use of Multiple Hiring Authorities	All	Supervisors			
Active communication with Partnership Sources: Woodlake High School Reedley College College of Sequoias	All	Supervisors			
Work with Diversity Team	All	Supervisors			

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(IVa4B) Diversity in Temporary Workforce

NPS Long-term Goal: By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and seasonal workforce					
Park Long-term Goal: By September 30, 2005, the total number of park temporary and seasonal positions filled by women and minorities is increased from 101 in FY 1999 to 130 (29% increase)				Baseline Year: 1999	Target Year: 2005
Park Annual Goal: By September 30, 2003, the total number of park temporary and seasonal positions filled by women and minorities is increased from 101 in FY 1999 to 120 (19% increase)					
Performance target this FY: 120	Indicator: Representation of underrepresented groups in the temporary workforce	Baseline number: 289 Status in base year: 101 or 107	Desired condition: Increased	Unit of measure: Each position	
Work Plan: Product/Service/Activity	Division	Responsible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Participate in recruitment at Career Days	All	Mgrs/Supvs			
Mentoring/Inspiring	All	Mgrs/Supvs			
Accurate Reporting	All	Mgrs/Supvs			
Targeting positions to be filled	All	Mgrs/Supvs			
Knowledge and Use of Multiple Hiring Authorities	All	Mgrs/Supvs			
Active communication with Partnership Sources: Woodlake High School Reedley College College of Sequoias	All	Mgrs/Supvs			
Work with Diversity Team	All	Mgrs/Supvs			

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(IVa4C) Disabilities in Permanent Workforce

NPS Long-term Goal: By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the permanent workforce.					
Park Long-term Goal: By September 30, 2005, the number of park permanent positions filled by employees with targeted disabilities is increased from 1 in FY 1999 to 3 (200% increase).				Baseline Year: 1999	Target Year: 2005
Park Annual Goal: By September 30, 2003, the number of park permanent positions filled by employees with targeted disabilities is increased from 1 in FY 1999 to 3 (200% increase).					
Performance target this FY: 3	Indicator: Each permanent position	Baseline number: 178 Status in base year: 0 or 1	Desired condition: Increased	Unit of measure: Each position	
Work Plan: Product/Service/Activity	Division	Responsible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Increase awareness among Division Chiefs and supervisors	All	All			
Actively recruit and hire qualified minorities, women and individuals with disabilities in all occupational series	All	Div.Chiefs/Supvs			
Targeting positions to be filled	All	Div.Chiefs/Supvs			
Seek Partnership Sources	All	Div.Chiefs/Supvs			
Work with Diversity Team	All	Div.Chiefs/Supvs			

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(IVa4D) Disabilities in Temporary Workforce

NPS Long-term Goal: By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the seasonal and temporary workforce					
Park Long-term Goal: By September 30, 2005, the number of temporary seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 2 (100+% increase).				Baseline Year: 1999	Target Year: 2005
Park Annual Goal: By September 30, 2003, the number of temporary seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 2 (100+% increase).					
Performance target this FY: 2	Indicator: Representation of employees with targeted disabilities in temporary workforce	Baseline number: 0 Status in base year: 0 or 8	Desired condition: Increased	Unit of measure: Each position	
Work Plan: Product/Service/Activity	Division	Responsible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Increase awareness	All	All			
Actively recruit and hire qualified minorities, women and individuals with disabilities in all occupational series	All	Div.Chiefs/ Supvs			
Work with SEKI Diversity Team	All	Div Chiefs/ Supvs			
Seek Partnership Sources	All	Div Chiefs/ Supvs			
Targeting positions to be filled	All	Div Chiefs/ Supvs			
Accurate reporting	All	All			
Knowledge and use of multiple hiring authorities	All	Div Chiefs/ Supvs			

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(IVa5) Upgrade Employee Housing

NPS Long-term Goal: By September 30, 2005, 50% of employee housing units listed in poor or fair condition in 1997 assessments are rehabilitated to good condition, replaced or removed.					
Park Long-term Goal: By September 30, 2005, the number of park employee housing units listed in poor or fair condition is reduced from 62 in FY 1997 to 31 (50% reduction).				Baseline Year: 1997	Target Year: 2005
Park Annual Goal: By September 30, 2003, the number of park employee housing units listed in poor or fair condition is reduced from 62 in FY 1997 to 37 (40% reduction).					
Performance target this FY: 37	Indicator: Housing Units	Baseline number: 62 Status in base year: 62	Desired condition: Good	Unit of measure: Each housing unit in fair or poor condition	
Work Plan: Product/Service/Activity	Division	Responsible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Housing Expenses	MAINT	Ruesch			
Painting Exterior & Interior	MAINT	Ruesch			
Re-Roofing	MAINT	Ruesch			
Rehab Exterior and Interior siding	MAINT	Ruesch			
Replace appliances, furniture, and blinds	MAINT	Ruesch			
Replacement of Chimney Pipes	MAINT	Ruesch			
Total Housing Units: 165					

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(IVa6A) Employee Safety

NPS Long-term Goal: By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).					
Park Long-term Goal: By September 30, 2005, the number of employee lost-time injuries is reduced from the FY92 - FY96 five-year annual average of 8.12 to 4.				Baseline Year: 1992-1996	Target Year: 2005
Park Annual Goal: By September 30, 2003, the number of employee lost-time injuries is reduced from the FY92 – FY96 five-year annual average of 8.12 to 8.					
Performance target this FY: 8	Indicator: Lost time accidents	Baseline number: 8.12 Status in base year: 8.12	Desired condition: Fewer lost-time accidents	Unit of measure: Number of lost time accidents	
Work Plan: Product/Service/Activity	Division	Responsible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Conduct tailgate talks	All	Supervisors			
Conduct audits/inspections	All	Supervisors			
Promote Safety Program	All	Supervisors			
Program support	Safety	Safety Office			
Conduct/facilitate formal training	Safety	Safety Office			
Develop job hazard analysis	All	Supervisors			
Accident review	All	Supervisors			
Manage hazardous materials and hazardous waste programs	Safety	Safety Office			

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(IVb1) Volunteer Hours

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Changes in reporting standards make VIP hours reported prior to 2000 not comparable to those reported beginning in that year.

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